

BillingsWorks Workforce Council: Proposed Workforce Indicators

Demographic Indicators

1. Population
 - Total Population (American Community Survey)
 - Total Population Growth
 - Population Growth by Age
 - Growth of the Labor Force (25-65)
 - Labor Force Participation Rate (Bureau of Labor Statistics)
2. Income
 - Per Capita Personal Income (Bureau of Economic Analysis)
 - Average Hourly Wage by 2-Digit NAICS (Bureau of Labor Statistics)
3. Cost of Living
 - Homeownership Rate (Census)
 - Median Monthly Housing Costs (American Community Survey)
 - Housing Units

Education Indicators

4. Education Attainment (American Community Survey)
 - Total Education Attainment
 - Education Attainment by Age
5. High School Graduation Rate (MT Office of Public Instruction)
6. Career and Technical Education Enrollment (Montana Office of Public Instruction, Montana University System, or partners*)
 - Career and Technical Education (K-12)
 - Billings Adult Education
 - Post-secondary Education
 - Apprenticeship program(s)

Note: The education indicators will be supplemented by a profile of graduates from the area education institutions.

Job and Workforce Indicators

7. Jobs
 - Projected Growth by Industry (Bureau of Labor Statistics)

*Note – requires further research into available sources.

- Projected Growth by Occupation (Bureau of Labor Statistics)
- Total Number of Job Orders (Job Service)
- Average Number of Job Orders over the past 12 months (Job Service)

8. Time to Fill Job Postings (Employer Survey)

9. Average Number of Qualified Job Applicants (Employer Survey)

10. Employee Retention (Employer Survey)

11. Overall Workforce Availability (Employer Survey)